

The Slateboard

UC-AFT
LOCAL 1966
UC-RIVERSIDE

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SUCH A THING! A FREE LUNCH!

Join your union colleagues for our regular end-of-quarter lunch.

Wednesday, June 16

Come any time between

11:30 and 12:30

Sub Station, Bannockburn

Tell the cashier you are with the AFT group.

TAKE BACK THE UNIVERSITY Cynthia Tuell, President, Local 1966

L.A. Times headline, 5/22/93: "UC Abandons San Joaquin Campus Plans." The story tells how, after spending \$3.8 million on consultants, surveys, and staff travel to the area, the UC Regents voted to shelve plans to build a 10th campus. The move will save UC an immediate \$1.5 million in environmental impact reports, and of course much greater amounts of money in the future.

UC President Jack Peltason also announced to the regents that studies will soon begin on "possibly merging duplicate undergraduate programs offered among the nine campuses and possibly eliminating some graduate and professional school programs."

The Inland Valley Daily Bulletin on the same day highlights "Cuts, Tuition Pondered by UC Regents." UC Vice President William Baker says, "It's absolutely clear that the university as we know it cannot possibly continue on the course we're on." UC may begin charging tuition, in addition to fees. Administration may "consolidate resources behind programs with the highest priority and eliminate others." UC will "downsize," becoming "smaller, different, and more private."

Why? Since 1990, erosion of state funding has left the UC system nearly \$1 billion below what it needs, according to UC officials. Governor Wilson's proposed 1993-94 budget would cut 7.3%, or \$138 million, from this year's funding. A Senate version of the budget would cut less, \$88 million, while an Assembly version, which assumes no extension of the state's half-cent sales tax, would cut \$225 million in addition to the governor's \$138 million cut. VP Baker said that, to absorb such a cut, the university would have to shut down for an entire quarter.

If we were to shut down for a quarter (an unlikely scenario), would we all be lining up for unemployment compensation? Or would some of us stay on payroll? That depends, as most things do, on who "we" are. The L.A. Times 5/13/93: "Top UC Official to Get Full Pay, Serve Part-Time." Retiring Vice President Ronald Brady will be paid a full year's salary of \$181,640 while he takes a one-year administrative leave with pay and works part-time helping UC implement some new contracts. He will also receive \$22,500 in severance pay and retirement benefits during his year's leave.

Brady has generously said that he will not seek the \$230,000 in deferred compensation for which he might become eligible this year. Brady was the architect of the notorious deferred compensation packages, which he designed, he once conceded, in an effort to avoid legislative scrutiny.

Last year, when UC's Ex-President David Gardner retired, he too left in a comfortable cloud of money. He claimed at the time that his pay and perks, and the pay and perks of other top administrators like VP Brady, were necessary in order to keep UC "competitive."

Just what is it, anyway, that we're competing for? If we're cutting salaries and reducing benefits, it doesn't seem we're competing for faculty and staff, at least for the vast majority of us, tenured and non-tenured alike, who aren't academic superstars. If we're cutting academic programs, raising fees sky-high, and proposing new tuition, it doesn't seem we're competing for students. In fact, the downsizing policies being put into effect are specifically designed to keep students away, to price middle- and lower-income, non-celebrity students--that is, the majority of Californians--out of the UC market. So it seems we're competing only for people like Gardner, Brady, and their ilk, who have done such a stellar job of managing UC.

As VP Baker put it, "the university as we know it" cannot continue on this course. We need to re-invent it, the university as we know it can be. To paraphrase an L.A. Times editorial (5/21/93): Just as war is too important to be left to the generals, education is too important to be left to the administrators. We need to take back **our** university! Joining and becoming active in the UC-AFT is a good place to begin.

UFL LIBRARIANS BEGIN INTENSIVE BARGAINING PROCESS

Dick Vierich, Librarian Representative, UCR

On May 14, Unit 17 Librarians began this year's collective bargaining process at UCOP, Oakland. Three very intensive sessions have taken place already, and a number of additional meetings are currently scheduled to continue through June and July.

On its side the Union opened three Articles for negotiation: Recognition (I), Grievance Procedure (XXIV), and Waiver (XXVIII). As articles it wishes to open, the University has put forth Process for Promotion and Advancement (IV), Personnel Files (V), Salary (XII), and University Benefits (XIII).

The Unit 17 team is again headed by Chief Negotiator Miki Goral, UCLA, who is being assisted by UC-AFT Labor Consultant Ed Purcell. Dick Vierich is representing Riverside's Local 1966, along with librarians from Berkeley, Santa Barbara, and Irvine locals. As soon as their increasingly demanding work schedules permit, librarian representatives from the San Diego and Santa Cruz campuses are expected to join the team during the remaining bargaining sessions in Oakland.

Across the table, heading up the University team for the first time, is Susan Angstadt from the Labor Relations Office of UCOP. Ms. Angstadt, recently at the Labor Relations Office of the Santa Cruz campus, is replacing former Chief Negotiator Jeff Frumpkin, who has left the University for a similar position in the midwest.

Slateboard Wins Press Awards

Our UCR Local 1966 newsletter, The Slateboard, has won two press awards from the California Federation of Teachers. Both prize-winning articles appeared in the Winter 1993 edition. David Fairris's editorial about the role of the UC Regents, "A Question of Governance," won first place in the Best Editorial category. Cynthia Tuell's article, "Still Temporary After All These Years," won second place in the category of Best Continuing Column.

Congratulations to us!

PAYROLL SNAFU

Because of a programming error, no union dues were deducted from the April 1993 paychecks of Unit 17 and Unit 18 members. Senate faculty and staff AFT members were not affected by the glitch.

This is what happened: in the past, when a dues-paying Lecturer left UC employment, he or she was dropped from union membership. If he or she was subsequently rehired, as many part-time Lecturers often are, a new dues deduction form would have to be submitted. It would often be two or three months before dues deduction was reinstated, sometimes just before the Lecturer left UC again. Last year, the union successfully bargained to stop this practice. Now, rehired Lecturers who were previously union members automatically remain members, unless they formally withdraw.

To accommodate the new rule, systemwide administration wrote a new computer program which was put into effect in March. The new program accomplished its new goal quite well: rehired Lecturers went immediately back on payroll deduction. But Lecturers on continuing contracts as well as librarians--all those exclusively represented by UC-AFT--were simultaneously dropped from the union.

In March, the error was caught before the checks went out and the glitch supposedly corrected. But in April at UCR it happened again. The error was discovered by our AFT local president the week after checks were mailed. She wondered why she seemed to have earned more money than usual. Being a suspicious sort, she checked the fine print on her Sure-Pay form. Remarkably, no other union members she spoke with had noticed the lack of union dues deduction. Some of these unsuspecting types thought they had gotten a pay raise.

The union filed a grievance, and the Payroll Department corrected the problem. Unfortunately, all those members affected will see a double deduction in their May paychecks. Don't blame the union, please. The computers were living out their masters' fantasies when they dropped most of us from our union.

UPDATE: Unit 18 Bargaining

In Unit 18 bargaining talks which began earlier this month, the UC administration has reopened the MOU articles on Salary (XXII), Benefits (XI), and Layoff (XVIII). UC cannot unilaterally impose on Unit 18 members, as it can on non-unionized employees, a paycut or benefits change without collective bargaining. In the talks, UC is seeking MOU language that would allow it to cut our pay by 5% and to reduce our medical benefits, as it plans to do for other employees as of July 1.

UC is proposing that the 5% paycut be implemented only on those Unit 18 members who are vested in the UC retirement system, since the money will eventually be paid back to us as retirement income. Part-time and/or temporary Unit 18 members not vested in the system would not, under this proposal, be subject to the paycut.

In its bargaining on all three articles, UC is seeking "give backs" of rights the UC-AFT has won for us through the years. Our bargaining team has made it clear that we will insist on a fair exchange in bargaining. We have reopened articles on Past Practice (XXXVII), to clarify some technicalities, and on Recognition (I), seeking to recognize additional employee titles as belonging to Unit 18, to be represented by UC-AFT.

If you have comments or questions, or would like to voice your opinion on these matters, please contact Cynthia Tuell (909-946-8825), UCR's representative on the Unit 18 bargaining team.

SUMMER UNION

Should you need advice or other union assistance this summer, you can call:

Cynthia Tuell, President

from 6/19 to 7/24 and after 8/31: (909) 946-8825

Barbara Bennett, Vice President (909) 682-7264

DeLoy Simper, Secretary (909) 781-6213

Dick Vierich, Librarian Representative (909) 784-2288

Dave Fairris, Senate Faculty Representative (909) 684-2545

Ed Purcell, UC-AFT Labor Consultant (310) 823-8809